

PRESIDENT'S REPORT

2007 – 2008

**Annual General Meeting
19 August 2008**



Information Technology Contract & Recruitment Association
Assoc. No A0037348L
Suite 314, Level 3, 343 Little Collins Street Melbourne, 3000
Phone: (613) 8622 4700 Fax: (613) 9600 1950
Email: info@itcra.com

www.itcra.com

Introduction



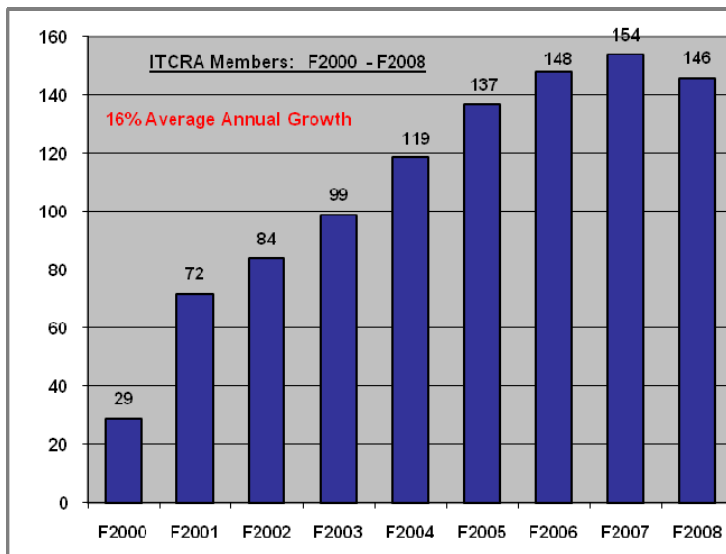
I appreciate the opportunity to present my fourth and final report of the activities of ITCRA for the past financial year.

In a number of places throughout my report I have included charts of the results of the 6th annual survey of members. We conduct this survey each year to get our members' views regarding our products and services as well as some proposals for future development. More than 45% of our member companies completed the survey.

Let me commence by mentioning a few other matters that provide an indication of your Association's general welfare.

Membership of ITCRA has again increased during the year. Tonight I can report that as a result of significant consolidation within the industry we now have 146 members, an decrease of 5.5% over the previous year. But for a spat of mergers and acquisitions we would have maintained our membership at the same level as the previous year.

Eighteen companies have been welcomed into membership of ITCRA. I would also like you to note that the Association's membership has grown by an average of 16% per annum since 2001. The Association's penetration rate remains at well over 90% of the IT recruitment industry.



Activities

1. Exhibitions and Conferences

ITCRA again took a stand at the **CeBit** Exhibition in Sydney in May this year. The focus of ITCRA's stand was **SkillsMatch**, **IT Super** and **IT2**. Louise Andreasson, Carmel Barker and Quynh-Tram Trinh "manned" the stand. Over 35,000 visitors attended the exhibition, many showing interest in the latest **SkillsMatch** indicators rolling on screen and the new Intelli-Max data cube, showing instant online access to ICT employment trends. Much interest was also shown in **IT Super** with consultants from Tower and Consultum on hand to help promote the product.

On behalf of ITCRA I have also made presentations promoting **SkillsMatch** to the **ICT Skills Shortage Conference** in early May and the **CIO Summit** just yesterday. Both events were also held in Sydney and both required a lot of work on the part of the secretariat to prepare the presentations and to "man" the exhibition stands.

2. ICT Careers Week

This year I have had the privilege of being the chairperson of the **ICT Careers Week** Steering Committee

The first ever **National ICT Careers Week** took place from Monday 28 July to Friday 2 August and promoted the richness and variety of career options available in information and communications technology.

Over 100 events and activities were held around the country by companies, educational institutions, government organisations, industry bodies and a number of our members under the 'Start



Here, Go Anywhere' banner. National ICT Careers Week is aimed at broadening the horizons of young school leavers who may not have considered undertaking ICT studies or the possibilities that surround a career in the ICT industry. We had strong interest and participation by many people across Australia and we received strong endorsement from the industry bodies that participated to run a *National ICT Careers Week* again in 2009.

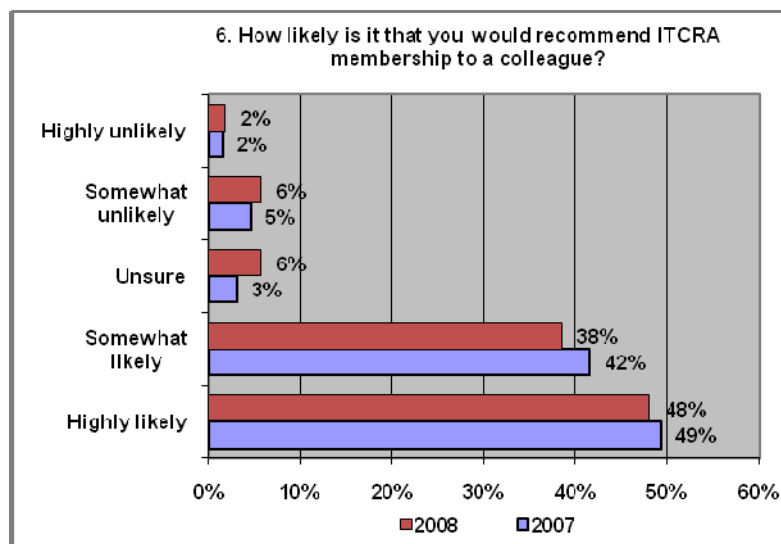
The key message ITCRA adopted to promote to young people, parents, teachers and the community was "ICT is a great job earning great money with a great lifestyle." We provided five key ICT workforce indicators from the *SkillsMatch* database on IT2 and on the ITCRA website and took a large advertisement in the Australian on the Tuesday before the week commenced to promote our theme. The indicators covered 'Qualifications Required', 'Skills in Demand' and 'Salaries by Occupation and by Industry'.

More than 100,000 new ICT jobs have been created in the past decade alone. While national employment levels have risen by 1.6% over the past five years, ICT professionals have seen a growth of 47.6% in the ten years to May 2008. We received words of encouragement from people in education, industry and government.

3. New Zealand

ITCRA NZ added two new members to its Board in late 2007 - **Martin Barry** (Absolute IT) and **Tracey Irwin** (Icon). At the AGM in July, **Richard Manthel** (Robert Walters) was re elected President and **Jo Lee** (IT Job Search) was elected Vice President. The other members of the NZ Board are: **Clare Fletcher** (Manpower), **AJ Hazelhurst** (Agility Group), **Jeff Jackson** (De Winter International), **Linda Sollitt** (Sapphire Technologies), and **Ross Turner** (Pinnacle Recruitment).

ITCRA New Zealand became involved with the government funded Hi-Growth ICT project in 2007 and the resulting work and strategies for increasing the IT skill base in New Zealand is about to be picked up through the newly formed Digital Development Council. One of the concerns of the IT industry in New Zealand is the country's ability to foster and train the required IT skills needed for the future and the strategies required to attract the needed talent from offshore. ITCRA will continue to work closely with the strategy groups involved in these initiatives.



To assess the attitudes of members' contractors to a range of products, the NZ Board conducted an 'IT Contractor Products Survey'. A number of responses were received and the Board is continuing its discussions with prospective partners to tailor a suite of products and services which are specific to contractors' requirements.

ITCRA New Zealand also sponsored an NZCS student scholarship. The purpose of the scholarship is to encourage and support students who wish to study towards a career in computing. ITCRA has been represented at a variety of industry events in the

past few months, with the aim of increasing the profile of the association amongst clients and potential members.

Jane Berney (Creative Communication) was engaged to develop a 'Marketing Action Plan'. The result was presented to a recent Board meeting at which it was resolved to implement the plan over the next two years. The centre piece of the plan is the launch of a new category of Excellence in IT Recruitment as part of the ComputerWorld Excellence Awards conducted by Fairfax Media. The plan delivers branding exposure through ComputerWorld, CIO and other Fairfax media with editorial and direct mail brochures. The new award will be announced in July 2009.

ITCRA NZ held two member events featuring guest speakers - which both received great feedback. Personality expert Allison Mooney was featured at a breakfast in Auckland, with over 40 attendees. Mark Sorenson, former Black Sox captain, appeared at a lunch event in Wellington. The lunch was attended by

over 20 consultants and managers from ITCRA member companies.

4. Regional Cities

Member companies in most regions of Australia and New Zealand are experiencing the difference that ITCRA membership can make when talking to Government. ITCRA has been the conduit for members to express their concerns to Governments about fair and reasonable tender documents, preferred supplier agreements and clauses relating to a range of topics such as liability, termination and service levels.

During the year we conducted 28 events in eight cities in Australia and New Zealand. These events were attended by about 714 of our members' staff.

Highlights for the year were when **Sparke Helmore** invited the staff of ITCRA member companies to attend seminars held in most Australian capital cities during May 2008 on the laws that regulate the engagement of workers in Australia, particularly contractors.

Lipman James partner and ITCRA Advisor on migration issues **Alan Chanesman** spoke at seminars in Sydney and Melbourne in early August on the proposed 457 visa legislation. The seminars were very well attended and provided an opportunity for Q&A and discussion.

Most regions have active local committees that are led by the following member representatives:

- New Zealand – **Richard Manthel** (Robert Walters)
- Queensland – **Tracey Turner** (Diversiti)
- South Australia - **Natalie Piro** (Candle, now with Hender)
- Western Australia – **Haydn Bell** (PeopleBank)
- ACT – **Martin Harris** (RPV)

5. Staff Changes

With a number of new projects and developments to existing products underway, the secretariat has had a busy year. They also moved into a new office in June 2007. The new office is 30% larger and provides room for an extra member of staff, an additional private office and a Board room that makes it possible to hold Melbourne based Board meetings there.

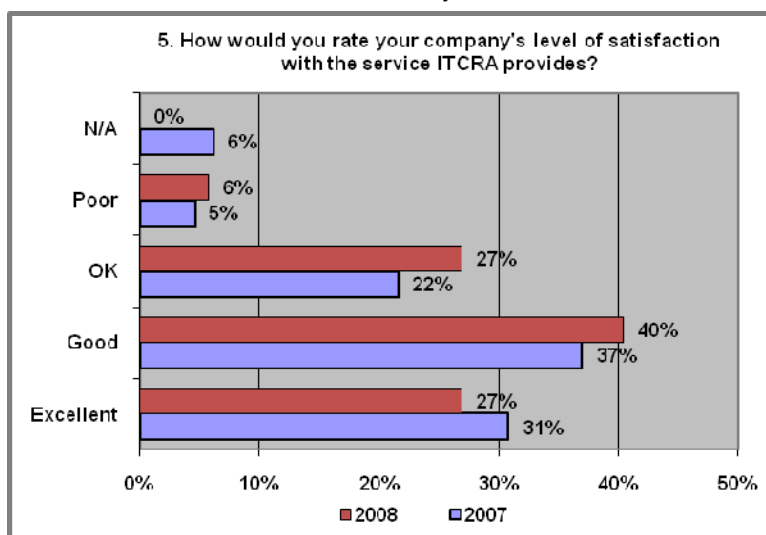
Shelley Withington Business Development Manager resigned in December to join FastTrack after six and a half years with the Association. She was replaced in February by **Carmel Barker** as Member Services Manager. Carmel distinguished herself during the Executive Director's extended leave in May – June this year by taking charge of the Secretariat and ensuring that there were no hiccups. **Jenny Smith**, Membership Services Co-ordinator also resigned in December to join Deakin University. She was replaced in April by **Louise Andreasson** as Business Development Officer (Australia). **Nis Esteban**, Executive Assistant and Bookkeeper who joined the Secretariat in 2005 is now in her fourth year with the Association.



Michelle Lee-Brown joined the Association staff in 2006 as Business Development Officer (New Zealand) based in Auckland. Michelle has returned from 4 months maternity leave after the birth of her son in October 2007.

Frank Liebeskind as Systems Consultant and **Quynh-Tram Trinh** as Research Analyst continue to provide specialist services to *SkillsMatch* both on a contract basis.

Norman Lacy completed eight years of service as the founding Executive Director of the Association in March this year. Norman informed the Board in April this year of his intention to retire on 1 March 2009. A selection committee for his replacement has been appointed, a



position description has been agreed and advertisements for the position will appear in the national press this coming Saturday. The committee is expecting to be able to recommend a person to become the Association's 2nd chief executive officer at its next meeting in October this year.

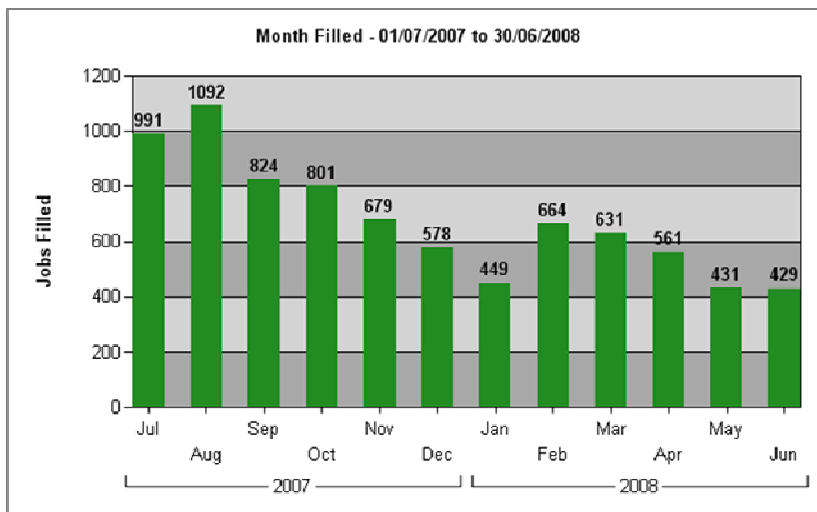
Products and Services

The Board is proud of the Association's achievements during the past year and I would like to comment now on some of the products that we have worked on.

1. 'SkillsMatch' - ICT Skills Monitoring

ITCRA's *National ICT Skills Monitoring System* continues to be the standout of the range of services the Association offers the ICT industry. Establishing National ICT Skills Monitoring System - *SkillsMatch* is now recognised by ICT industry associations and governments as a groundbreaking piece of work. As a result, for the first time, governments now have access to real-time data on the supply and demand of IT skills and other key workforce issues. It has brought enormous credibility to ITCRA.

SkillsMatch has grown steadily with more member companies becoming 'Partners' (now 31); more 'Partners' backend systems (12) having the *SkillsMatch* backend system collection module (built especially for **FastTrack**, **Bond Adapt**, **RecruitLive** and **ResMan**) installed for automatic upload and as a result more placement data being entered into the system. *SkillsMatch* data was collected on 8,100 ICT placements made in Australia during F2007 by the *SkillsMatch* Partners (ITCRA member companies). We estimated that this represents 43% of all placements made in ICT. As well, the *Intellimax* data warehouse reporting system was completed during the year under review and training forums for 'partners' have been conducted.



The system now generates reports on more than 45 ICT labour force indicators, including the number of placements made each month; placements by industry, occupation, gender and age; suitable candidates per placement; time-to-fill; length of contracts; job locations; and qualifications required.

SkillsMatch is the first step in the implementation of a strategic approach to ensuring Australia can identify the skill needs of the IT industry and provide information to professionals looking for

employment opportunities. It is breaking new ground because it relates to real jobs and placements, rather than surveys or by counting advertisements.

During the year promotional presentations on *SkillsMatch* have been made to the NSW Departments of Commerce and State and Regional Development and to the New Zealand Government. As well it was promoted through CeBit in Sydney, speeches that I made to the *ICT Skills Forum* and the *CIO Conference* in Sydney.

2. Certified Recruitment Professional Program

The Certification program was launched in 2003 and already over 530 recruitment consultants from 52 ITCRA member companies have enrolled in modules of the ITCRA *Certified Recruitment Professional Program*. There are more than 235 graduates of the program. Another 45 are in the process of taking the written examination.

One of the key aims of the certification program is to further promote compliance with the Association's Code of Conduct. Other aims are to boost the professional, legal and business knowledge of IT consultants and provide their clients with a level of assurance about their competence. ITCRA's goal for the program is to take members' commitment for ethical and professional behaviour to where recruitment consultants are

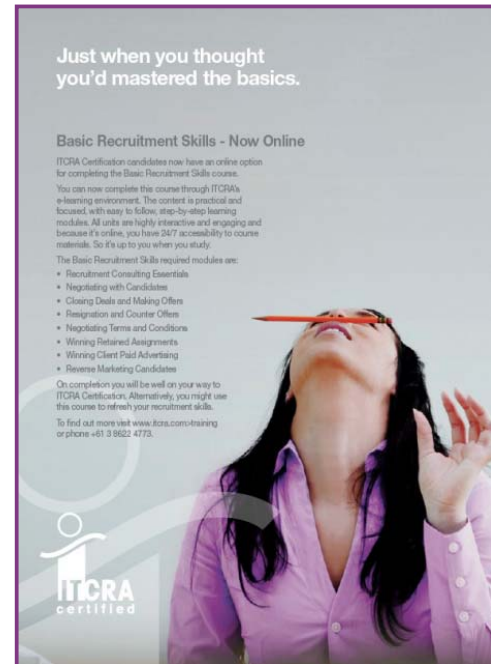
representing their company. Increasingly, clients are indicating that they wish to partner with ITCRA members whose consultants are certified – recruiters who are knowledgeable, and who model sound ethical and business behaviours.

3. Basic Recruitment Skills

In early 2007, ITCRA became joint investors with RCSA in the development of an online series of modules on '**Basic Recruitment Skills**' that are an option for members and their consultants to the face to face courses that are part of the requirements for certification. The new modules became available in January this year from the ITCRA eLearning platform and reduce the total cost of the Certification program by 33%.

As a result we are now offering an alternative way for consultants to complete the required Basic Recruitment Skills component of the **Certified Recruitment Professional Program**. Units are interactive, engaging and allow participants to study in their own time at their own pace. Companies may prefer to continue to utilise ITCRA-approved training courses but the online option will be popular with members who cannot easily access that training. To date 17 consultants, 14 from member companies have enrolled in this program.

This makes our popular Certification program much more accessible and significantly less costly. Consultants located in WA and New Zealand for instance will be able to become ITCRA Certified in their own time (24/7) at approximately a 50% reduction of the current cost and without the need to travel to other cities to complete the '**Basic Recruitment Skills**' components face to face.



4. Code of Conduct Authorised by ACCC



ACCC President
Graeme Samuel

The Australian Competition and Consumer Commission has granted authorisation to certain provisions of the Code of Conduct of the Information Technology Contract & Recruitment Association.

Authorisation provides protection from court action for conduct or arrangements that might otherwise raise concerns under the competition provisions of the Trade Practices Act 1974. Authorisation is granted where the ACCC is satisfied that the benefit to the public from the conduct outweighs any public detriment.

Codes of conduct can generate a benefit to the public if they are an effective regulatory tool. During the ACCC's consideration of its application for authorisation, ITCRA has amended its code of conduct to enhance its effectiveness.

In its determination the ACCC said that ITCRA's Code of Conduct establishes standards of behaviour and conduct for ITCRA members in their dealings with each other and with clients.

The determination said that the ACCC considered that the standards of conduct set out in ITCRA's code can assist ITCRA members conduct their business activities ethically and professionally. They also have the potential to reduce the risk that parties who deal with ITCRA members will be exposed to unscrupulous conduct. Also that the ACCC is satisfied the benefits to the public will outweigh the potential anti-competitive detriment resulting from the provisions of ITCRA's code.

The authorisation of its Code of Conduct the Association had achieved a new level of professional maturity. This represents a highly significant conclusion to a long and arduous process. But it is an essential component of a truly self-regulating industry and gives the Code of Conduct, and the Association's administration of it, 'real teeth' in the market place.

5. Client Brochure for Members Distribution

In February this year 15,000 copies of a new brochure for members to use with their clients were delivered to members' branch offices. Designed by *The Face* (formerly *Beeley Callan*) they carry the message that for

the “best in IT recruitment” clients need to become “exclusive” – and use “members only”.

Using intriguing phrases like “You will never join, but you will never leave either”, the copy quickly introduces the reader to “the advantages of members only” – always looking for the ITCRA Member logo before awarding an assignment to an agency.

It says that the Association is made up of companies that are “dedicated to maintaining an industry-specific code of ethics and to applying sanctions through which unacceptable ... practices can be removed.



6. ITCRA Survey of Recruitment Remuneration

Consulting firm CSI was again commissioned to run an independent and targeted remuneration survey amongst members. Conducted in

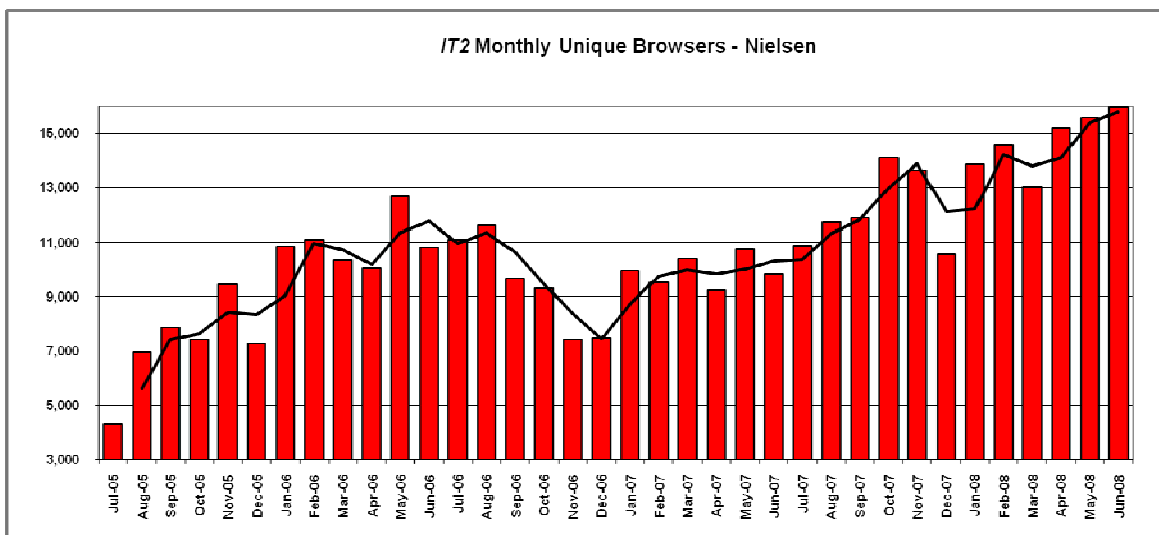


May 2008, 17 members responded to the survey which focused on the remuneration practice of 9 specific recruitment roles along with a supporting questionnaire about pay, policies and practices. The report presents the findings of the survey in order to assist organisations to understand current market trends and provide a basis upon which to review their own situation. We recognise that in the current environment of strong and volatile growth within the recruitment industry, external benchmarking can be very valuable. The report identifies specific benchmarked pay and policy practices within the group including incentive frameworks and benefit structures. The report assists members in both understanding and building benchmark pay strategies within their business. It is available from the Secretariat to members only for \$1,000 for the first copy and \$100 for additional copies.

7. IT2

The advent of IT2 was the result of ITCRA pursuing a deliberate strategy to introduce into our member’s businesses efficiency-generating facilities that address the key issues of our industry.

At that time – the beginning of this decade - foremost amongst those issues was the emergence of the online economy and the changing nature of advertising. IT2 commenced commercial operations on 1 July 2002. Since July 2005 IT2 has been hosted and maintained by MyCareer.



Now, six years after its launch, more than 10,000 jobs are advertised daily on IT2. This makes it the second largest IT job board in Australia. In the past twelve months - from July 2007 to June 2008 - IT2 attracted 192,063 unique visitors, an increase of 7% over the previous twelve months. IT2 job ads have attracted 41,123 applications in that period for the 105 ITCRA member companies advertising there. IT2 is also the 2nd on-line biggest source of successful candidates for IT positions.

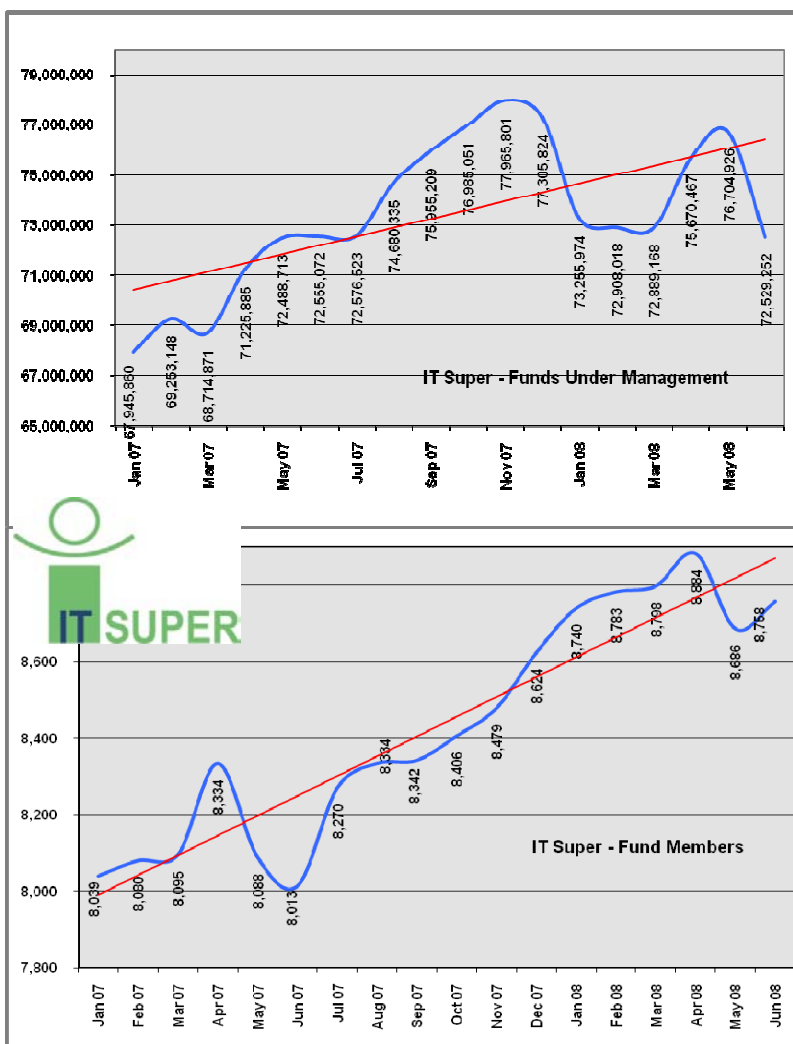
8. IT Super

IT Super continued its strong growth during the first half of the past year. We have continued to support the brand promotion in newspapers and industry magazines. Not unexpectedly in the second half of the year Funds Under Management contracted under the influence of the share market's downturn.

In terms of numbers, currently there are 37 member companies performing as payroll sites for the fund. Membership of the fund has grown faster than expected, with more than 8,270 fund

members. The asset value of the plan is presently running very close to where it was at the beginning of the year, at \$72.5 million.

Consultum is committed to providing the equivalent of one dedicated fulltime Adviser as the primary contact for ITCRA and *IT Super* fund members. As well, it has appointed suitably qualified financial advisers as its representatives from within its dealer group to provide a localised service to member companies and fund members in Sydney, Melbourne, Brisbane, Perth, Adelaide and Canberra for those fund members that require face to face financial planning advice.



9. iProfile

ITCRA has been working with **iProfile (UK)** for more than 12 months on the introduction of their service to the Australian recruitment industry. *iProfile* is the company that's redefining the way recruiters find candidates and people find jobs. Ten ITCRA member companies are to become the founding participants in the project which is set to become the standard way half a million Australians will apply for jobs. Several of our largest member companies have signed deals worth a total of \$2 million to adopt the *iProfile* as their preferred resume template.

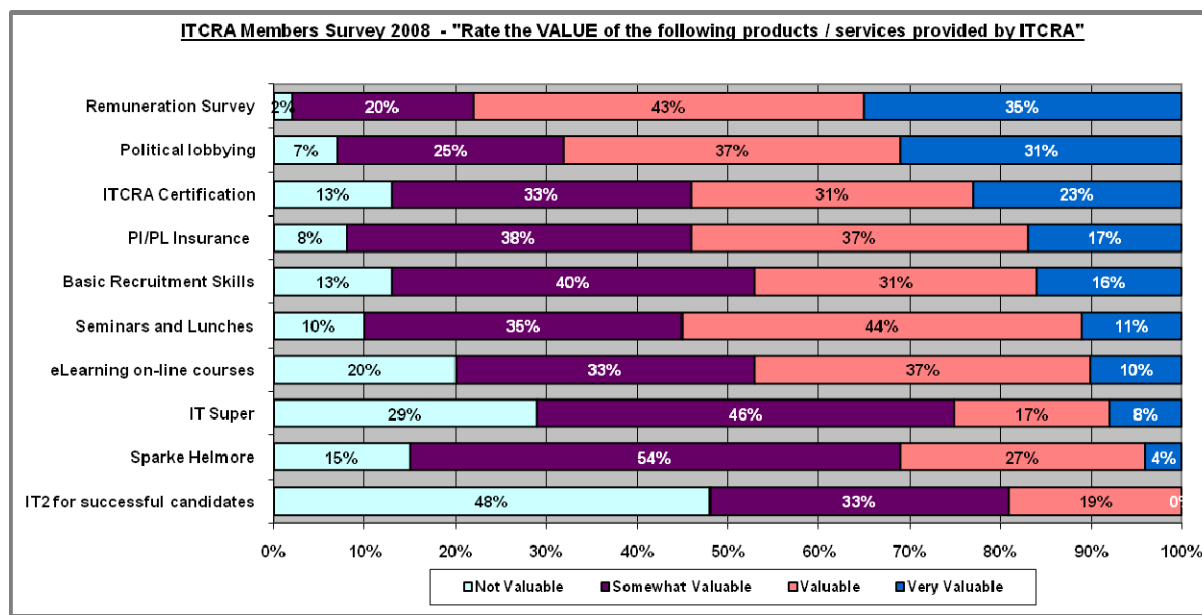


iProfile is already used by 2.5 million people in the UK. It also means the recruiters, who collectively place tens of thousands of people every year, will use the complementary iPlace search and match software to enable their recruitment consultants to become significantly more efficient - freeing them up to spend more time with applicants and employers.

This is a very significant deal because *iProfile* is fast becoming a global standard. The opportunity for the recruitment industry and job seekers to adopt the *iProfile* to save time and become more efficient is massive. We see this as a huge endorsement of *iProfile* in Asia Pacific and a major step along the road that will bring the traditional CV into the 21st Century and establish *iProfile* as a global standard.

There are only a couple spaces available to join the founding members – which will expire at end of September 2008. The *iProfile* solution best suits recruiters that have a large database of candidates, are overly reliant on job boards and want to reduce the time recruiters spend reviewing and processing hundreds of CVs. It suits recruiters that operate on preferred supplier lists with major clients, as iProfile compatible clients typically beat the competition.

ITCRA helped to broker the deal by arranging introductions and presentations by the UK executives of *iProfile* and will continue to have a facilitating and promotional relationship with the UK company. Part of ITCRA's mission is to help develop products that generate efficiencies for our members' companies and *iProfile* fits with this perfectly.



Political Lobbying

The second most valued activity of the Association is its efforts at lobbying State and Federal Governments on behalf of the ICT Industry. In our most recent survey of members opinions, 68% of our members said that this activity either 'very valuable' or 'valuable'. The changes to the 457 Visa regime announced on 1 October 2007 have dominated our political lobbying effort during this past year. Unfortunately, although DIAC and DEEWR certainly know we exist, we have had little success in changing the position that the Rudd Government inherited from the Howard Government.

1. Federal Parliament's Joint Standing Committee on Migration

ITCRA was called on to give evidence to the Federal Parliament's **Joint Standing Committee on Migration** in March 2007. The committee held a public hearing as part of its inquiry into temporary business visas, including the 457 visa and Labour Agreements. Representing the Association was the Executive Director advised by **Lipman James Partner**, **Alan Chanesman**. The invitation followed ITCRA's written submission. The Committee examined and reported on the adequacy of current eligibility requirements for temporary business visas. It is also looking at the effectiveness of monitoring, enforcement and reporting arrangements.

In our evidence, we indicated the Association was committed to the preservation for its members of the strategic opportunity to deploy both recruitment from the Australian workforce and recruitment from the international workforce to satisfy employment demand being generated by Government and the private sector in Australia. ICT applicants for 457 visas currently meet the DIAC eligibility criteria at a higher level than any other industry sector particularly in respect to the Minimum Salary Level which is 11% higher. ITCRA's view is that the current eligibility requirements are more than adequate as they are.

2. Delegation to the Opposition's Spokesman on Immigration

An ITCRA delegation I led to the Opposition's Spokesman on Immigration Tony Burke on 5 November, thought it had won significant commitments regarding the 457 visa fiasco created by the Howard Government.

The delegation, that included Board Member Duncan Thompson (Finite), outlined the Association's shock and dismay at how the new regulations were introduced by the former Minister Andrews on 1 October when it became mandatory for the on-hire industry to have an approved Labour Agreement in place before it could bring in workers on 457 visas.

We indicated that ITCRA was seeking commitments from the Opposition on three key points, the suspension of the regulations, consultation with the ICT on-hire industry on any changes and a significant period for the industry to transition to any new 457 visa arrangements.

We indicated that the Association's position is to either have the ICT industry made exempt from the regulations or failing that; to have a *Labour Agreement* drawn up for the ICT on-hire industry which enables it to continue its role as a valid and law abiding vehicle for the engagement of skilled professionals from overseas through 457 visas.

Mr Burke responded by indicating:

1. that he was sympathetic to the issue and understood the difficulties the new regulations had created for labour hire in the ICT sector.
2. that if the ALP win the election and he was the Minister he would notify the DIAC Secretary that the new Government regarded this issue as a high priority for resolution and that the arrangements DIAC has for a generic *Labour Agreement* may need to be suspended to consult the ICT on-hire industry.
3. he holds the view that *Labour Agreements* can and should be tailored to be industry sector specific.

3. ITCRA's Proposal for the First Industry Based Labour Agreement

ITCRA proposed the first industry based *Labour Agreement* with the Commonwealth Government in January this year. The Association's submission to the Government included a draft ***ICT On-hire Industry Labour Agreement*** which would enable the temporary entry of skilled overseas workers to resume in the ICT industry. The proposed 'Agreement', if concluded, would reflect the government's intention to work with the ICT on-hire industry to ensure that its access to skilled overseas workers remains demonstrably in Australia's best interests as it seeks to staff huge and significant ICT industry infrastructure projects particularly at the ATO, Centrelink and DIAC itself.

It is proposed that the new 'Agreement' would be accessible only:

- by ITCRA General Member companies,
- for ICT occupations under ASCO Major Groups 1, 2, or 3
- where it is demonstrated that sufficient numbers of Australian workers with the required skills are not readily available for employment in the ICT on-hire industry.

In proposing an ICT on-hire industry agreement, the submission highlights ITCRA's credentials and demonstrates its commitment to concluding "a pragmatic, accessible and workable legislative framework within which member companies can satisfy the requirements of their clients with the supply of temporary labour to alleviate identified skills shortages."

4. Minister's Roundtable Meeting with DEEWR and DIAC

The Office of Immigration Minister Chris Evans invited ITCRA to be represented at a roundtable meeting with him and DEEWR and DIAC senior officers in May this year to try to resolve the 457 issue for the on-hire industry. Leon Lau, Managing Director of Peoplebank attended on behalf of the Association.

5. Response to the DIAC Discussion Paper

ITCRA responded to the discussion paper ***Business (Long Stay) Subclass 457 and Related Temporary Visa Reforms*** that had been forwarded by DIAC in June 2008. We strongly supported many of the reforms of the discussion paper's focus. In numerous meetings with the department over many years we have consistently sought the expansion of powers and measures related to non-compliance and to identified breaches of obligations.

However, we indicated that:

- we did not believe a case had been made out for the continuing distinction relating to ICT professionals in respect to minimum salary levels and that are strongly of the view that there should either be varying minimum salary levels for all professional groups or none at all.
- the payment of travel costs to Australia should continue to be the responsibility of the candidate as they are in respect to temporary migration to other countries and that we particularly objected to the substantial and unreasonable impost it would be on employers to have to bear the cost of travel of an unlimited number of family members.
- we objected to the proposal that the employer be made responsible for the cost of professional licensing registration or association membership.
- we strongly support the principle that 457 visa holders should be responsible for their own medical costs and for those of family members that they choose to bring to Australia with them.

ITCRA Certified Recruitment Professional (Honoris Causa)

The usual process is that, after due consideration, a candidate is recommended to the governing body of the organisation by the secretariat. The governing body makes the award without any academic or other requirement on the part of the candidate to earn the award. A set of criteria, established by the governing body, guides it in making the award, and the secretariat in making its recommendations. The award is offered to approved candidates and is normally only made to a few persons each year at a special occasion.

The criteria to be applied (independently or together) in the making of an award of ITCRA Certified Recruitment Professional (Honoris Causa) be based on the candidate's:

1. knowledge of the role of a recruitment professional and commitment to the ideals of the Association
2. years of experience in the IT recruitment industry
3. level of seniority attained in their member company
4. level of active commitment to the development of the Association, its mission, its *Code of Conduct* and the *Certified Recruitment Professional Program*.

These awards are made annually at the Annual General Meeting to persons recommended to the Board by the Executive Director and approved by the Board at a meeting prior to the AGM each year. Since 2004, 17 persons have been recipients of the *ITCRA Certified Recruitment Professional (Honoris Causa)* award. Tonight I am announcing that 7 more representatives of member companies have been awarded ***ITCRA Certified Recruitment Professional (Honoris Causa)***.

They are:

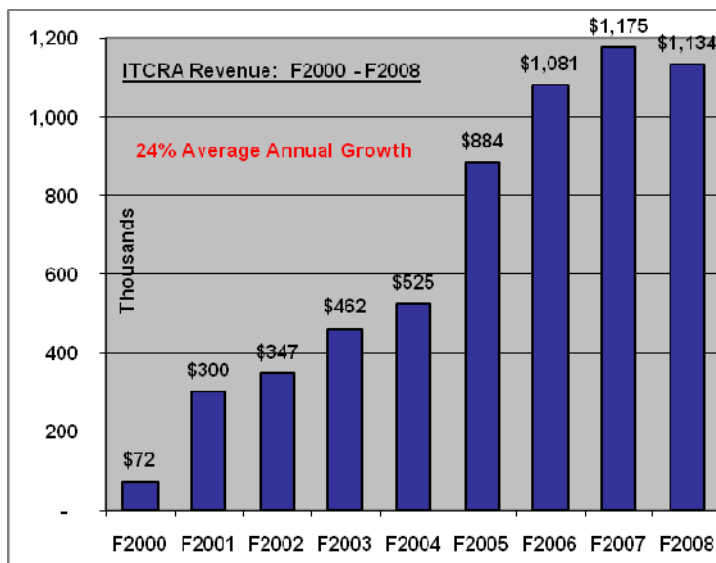
- **Malcolm Dunford** (Sapphire Technologies), Australia Board Member 2004 – Present
- **Clare Fletcher** (Manpower Professional), NZ Board Member 2005 – Present
- **John Milce** (Sherborne), Australia Board Member 2006 – Present
- **Duncan Thomson** (Finite), Australia Board Member 2004 – Present
- **Linda Sollitt** (Sapphire Technologies), NZ Board Member 2005 – Present
- **Tracy Turner** (Diversiti), Queensland Committee Chairman 2003 – Present
- **Jo Lee** (IT Job Search), NZ Board Member 2004 – Present

The Future

So what does the future hold for ITCRA?

Firstly, the Association's membership should continue at about 150 members. Continuing growth in NZ, should assist this by generating a number of member firms that are based only in New Zealand. New Zealand with currently 20 members could generate about 28 members in total.

Secondly, I believe that the Association needs sufficient resources to address emerging issues. We need to maintain the momentum we currently have by extending our range of member products and services - particularly with the advent of *SkillsMatch*, and *iProfile*. Not to forget *ITSuper*, *IT2*, *ITCRA eLearning* and the Certification program. I am confident that with appropriate resources coming from enlarged membership and additional revenue from our recently increased range of products, ITCRA will continue its strong growth into the future. It is very pleasing to note that although revenue dipped by \$41,000 last financial year over the previous year, since Financial Year 2000 our revenue increased by an average of 24% each year. This has made it possible for the Association to embark on additional activities requiring investment including the IT



We have also made a significant additional contribution to our term deposits in readiness for the possibility of other political lobbying campaigns. We now have more than \$350,000 in reserve in term deposits.

I wish to place on record my appreciation for the opportunity I have had to lead ITCRA during this most exciting period of its development. I would also like to thank our Vice President **Ben Wood** for his support and the work he has put into his role. Ben has held the position since 2006.

Now to the election of the office bearers for 2008 - 2009 and I hand over to the Executive Director.

Executive Appointments for 2008- 2009

The Executive of the Association consists of three office bearers - the President, the Vice-President and the Executive Director. Two of these are appointed by election at the Annual General Meeting. We now move on to the election of President and Vice-President.

Nominations for office bearers closed on Monday 11 August. At the close of nominations, there was one nomination for President and one for Vice-President. The nomination received for President was for **Deborah Howard** (Managing Director, Diversiti). And for the office of Vice President, the nomination received was for the current Vice President, **Ben Wood**, (Managing Director, Clicks IT) to continue in the role for a third term. Ben joined the Board in 2004 and has been an active member of the Finance Committee and Professional Development Committee and has been Vice President since 2006.

A ballot for President and Vice-President is therefore not required. There being no other nominations, I therefore declare Deborah Howard elected to the position of President and Ben Wood elected to the position of Vice President for 2008 - 2009.



The Board for 2008 - 2009

Nominations for Board Membership closed on 11 August. Nominations were received from the following representatives of member companies: **Tony Cooke** (Managing Director, Paxus), **Penny Coulter** (Director, Taylor Coulter), **Andrew Cross** (General Manager, Ambition Technology), **Chris Digby** (CEO, FiveTen Group), **Malcolm Dunford** (Group General Manager, Sapphire Technologies), **Richard Earl** (CEO, Talent International), **Sukender Jain** (CEO, eBit), **Leon Lau** (Managing Director, PeopleBank), **Russell MacDonald** (Managing Director, RMA), **David Stewart** (CEO, Candle), **Duncan Thomson** (General Manager, Finite IT Recruitment Solutions), **Andrew Vaughan** (General Manager, Talent2). Since the nominations for Board positions did not exceed the number available, a ballot for Board membership will not be required and I declare those named people elected to the Board of the Association for 2008 – 2009.

We welcome back to the Board **Richard Earl** (CEO, Talent International). Richard was previously on the Board in 2005 – 2006. As new members to the Board, we also welcome **David Stewart** (CEO, Candle) and **Andrew Vaughan** (General Manager, Talent2). **Jane Bianchini** (Candle) who resigned from Candle in February this year and **Ian James** (Talent2) who moved to the Middle East with his company last month have resigned from the Board. Also **Peter Acheson** (COO, PeopleBank) and **John Milce** (Managing Director, Sherborne Consulting) did not re-nominate. We acknowledge the contributions Jane, Ian, John and Peter have made as members of the Board. I especially acknowledge Peter Acheson's huge contribution as an active member of the Finance Committee. On behalf of all members, I thank them and our board members for their efforts and their support for the ideals of the Association.